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## Annual EEO Public File Report Form

KGAN/KFXA

### Annual EEO Public File Report

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: KGAN/KFXA, Cedar Rapids, IA and is required to be placed in the public inspection files of this station, and posted on the web site, if it has a web site.

The information contained in this Report covers the time period beginning 10/01/08 to and including 9/30/09 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contains the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer and started in the position. A person was deemed "interviewed" when he or she was interviewed in person.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 10/01/08 to 9/30/09

Station Comprising Station Employment Unit: KGAN

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	News Producer	Employee Referral	4
2	News Editor	Employee Referral	1
3	Photojournalist (2)	Internal Application (1) Tvjobs.com (1)	3
4	Assignment & Managing Editor	Internal Application	1
5	Executive Producer	Internal Application	2
6	Master Control Operator (3)	Careerbuilder.com (1) KGAN.com (1) Employee Referral (1)	10
7	Director/Technical Director	Internal Application	2
8	News Promotion Producer	Internal Application	2
9	News Editor	Employee Referral	1
10	Assistant Chief Engineer	KGAN.com	2
11	News Producer	Employee Referral	1
12	Anchor/Reporter	KGAN.com	1
13	Weekend Anchor/Reporter	Employee Referral	3
14	National Sales Assistant	Indeed.com	2
15	General Manager	Internal Application	1
16	Production Assistant	Internal Application	5
17	Sales Account Executive (9)	KGAN.com (2) Careerbuilder.com (1) Employee Referral (3) Internal Application (1) Unknown (2)	21
18	Accounting Manager	KGAN.com	3
19	General Sales Manager	Unknown	1
20	Sales Research Assistant	Internal Application	1

Total Number of Persons Interviewed During Applicable Period: 67

## Annual EEO Public File Report Form

Covering the Period from 10/01/08 to 9/30/09

Station Comprising Station Employment Unit: KGAN

## Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1	African American Historical Museum and Cultural Center of Iowa Ed Young 55 12 <sup>th</sup> Ave SE Cedar Rapids, IA 52406- 1626 319-862-2101	0 0	Accounting Manager Anchor/Reporter Assistant Chief Engineer Assignment & Managing Editor Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2) News Promotion Producer Master Control Operator (3) Photojournalist (2) Production Assistant Sales Account Executives (9) Sales Research Assistant Weekend Anchor/Reporter
2	American Women in Radio and TV 8405 Greensboro Dr. Suite 800 McLean, VA 22102 703-506-3290	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Accounting Manager Anchor/Reporter Assistant Chief Engineer Assignment & Managing Editor Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2) News Promotion Producer Master Control Operator (3) Photojournalist (2)

		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
3	Clarke College Jane Gassman 1550 Clarke Drive Dubuque, IA 52001 563-588-6321	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
4	Coe College Judi Dirks 1220 1 <sup>st</sup> Ave NE Cedar Rapids, IA 52402 319-399-8500	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
5	Cornell College Jayne Swanson 600 First Street West Mt. Vernon, IA 52314 319-985-4000	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager

		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
6	Drake University College of Business and Public Administration School of Journalism and Mass Communication Annette Watson 2507 University Ave Des Moines, IA 50311 515-271-4715	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
7	Friends of India Association P.O Box 10016 Cedar Rapids, IA 52410- 0016 President@foicr.org	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter

8	HACAP Jean Murphy 1515 Hawkeye Dr. Hiawatha, IA 52233 319-393-7811	0 0	Accounting Manager Anchor/Reporter Assistant Chief Engineer Assignment & Managing Editor Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2) News Promotion Producer Master Control Operator (3) Photojournalist (2) Production Assistant Sales Account Executives (9) Sales Research Assistant Weekend Anchor/Reporter
9	Hawkeye Community College Leah Clark 1501 East Orange Road Waterloo, IA 50704-8015 319-296-4295	0 0	Accounting Manager Anchor/Reporter Assistant Chief Engineer Assignment & Managing Editor Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2) News Promotion Producer Master Control Operator (3) Photojournalist (2) Production Assistant Sales Account Executives (9) Sales Research Assistant Weekend Anchor/Reporter
10	Hispanic Link News Service Carlos Ericksen 1420 N St NW Washington, DC 20005 22-234-0280	0 0	Accounting Manager Anchor/Reporter Assistant Chief Engineer Assignment & Managing Editor Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2)

		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
11	Iowa Broadcasters Association Sue Toma P.O. Box 71186 Des Moines, IA 50325 515-224-7237	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
12	Iowa Wesleyan College Heidi Seegers 601 N Main St Mt. Pleasant, IA 52641 319-385-6375	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
13	Iowa Workforce Development Center Cathy Gauger 800 7 <sup>th</sup> St SE	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor

	Cedar Rapids, IA 52401 319-365-9474	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2) News Promotion Producer Master Control Operator (3) Photojournalist (2) Production Assistant Sales Account Executives (9) Sales Research Assistant Weekend Anchor/Reporter
14	Jane Boyd Community House Joyce Rucker 943 14 <sup>th</sup> Ave SE Cedar Rapids, IA 52401 319-366-0431	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Accounting Manager Anchor/Reporter Assistant Chief Engineer Assignment & Managing Editor Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2) News Promotion Producer Master Control Operator (3) Photojournalist (2) Production Assistant Sales Account Executives (9) Sales Research Assistant Weekend Anchor/Reporter
15	Kaplan University Destiny Hastings 3165 Edgewood Pkwy Cedar Rapids, IA 52404 319-362-9082	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Accounting Manager Anchor/Reporter Assistant Chief Engineer Assignment & Managing Editor Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2) News Promotion Producer Master Control Operator (3) Photojournalist (2) Production Assistant



		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
16	Kirkwood Community College Career Services Department 6301 Kirkwood Blvd Cedar Rapids, IA 52404 319-398-5517	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
17	Madison Media Institute Bill Mallinson 2702 Agriculture Dr Madison, WI 53718 1-800-236-4997	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
18	Ms. Foundation for Women Brenna Lynch 12 Metro Tech Center 26 <sup>th</sup> Floor Brookly, NY 11201 212-742-2300	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager

		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
19	Mt. Mercy College Chryl Redd 1330 Elmhurst Dr NE Cedar Rapids, IA 52402 319-363-8213	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
20	NAACP – National Headquarters Nancy Bailey 4805 Mt. Hope Drive Baltimore, MD 21215 410-580-5111	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter

21	National Association of Black Journalists 8701-A Adelphi Rd Adelphi, MD 20783 1-866-479-6225	0 0	Accounting Manager Anchor/Reporter Assistant Chief Engineer Assignment & Managing Editor Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2) News Promotion Producer Master Control Operator (3) Photojournalist (2) Production Assistant Sales Account Executives (9) Sales Research Assistant Weekend Anchor/Reporter
22	National Association of Broadcaster 1771 North Street NW Washington, DC 20036 202-429-5300	0 0	Accounting Manager Anchor/Reporter Assistant Chief Engineer Assignment & Managing Editor Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2) News Promotion Producer Master Control Operator (3) Photojournalist (2) Production Assistant Sales Account Executives (9) Sales Research Assistant Weekend Anchor/Reporter
23	National Association of Hispanic Journalists 1000 National Press Building 529 14 <sup>th</sup> Street N.W. Washington, DC 20045- 2100 202-662-7145	0 0	Accounting Manager Anchor/Reporter Assistant Chief Engineer Assignment & Managing Editor Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2)

		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
24	National Black MBA Association Danielle Danford 180 N. Michigan Ave Suite 1515 Chicago, IL 60601 312-236-2622	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
25	National Hispanic Media Coalition Acasia Flores 2514 South Grand Ave Los Angeles, CA 90007 626-792-6462	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
26	Options of Linn County Carter Baldwin 1019 Seventh Street SE Cedar Rapids, IA 52401	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor

	319-892-5800	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2) News Promotion Producer Master Control Operator (3) Photojournalist (2) Production Assistant Sales Account Executives (9) Sales Research Assistant Weekend Anchor/Reporter
27	Professional Women's Network Shelly Woods 7321 Prairie Heights Dr SW Cedar Rapids, IA 52404 319-981-9887	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Accounting Manager Anchor/Reporter Assistant Chief Engineer Assignment & Managing Editor Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2) News Promotion Producer Master Control Operator (3) Photojournalist (2) Production Assistant Sales Account Executives (9) Sales Research Assistant Weekend Anchor/Reporter
28	St. Ambrose College Heather Stocking 518 W. Locust Davenport, IA 52803 563-333-4339	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Accounting Manager Anchor/Reporter Assistant Chief Engineer Assignment & Managing Editor Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2) News Promotion Producer Master Control Operator (3) Photojournalist (2) Production Assistant

		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
29	University of Dubuque Department of Student Life Sandy Steuer 2000 University Ave 2 <sup>nd</sup> Floor of Peters Commons, Room 209 Dubuque, IA 52001 <a href="mailto:careers@dbq.edu">careers@dbq.edu</a>	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
30	University of Northern Iowa Becky Meyer 102 Gilchrist Hall Cedar Falls, IA 50614- 0384 319-273-2311	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
31	Women's Information Network Job Placement Office 1800 R. Street NW Suite C-4 Washington, DC 20009 202-387-7200	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager

		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
32	Sinclair Broadcast Group <a href="http://www.sbgi.net">www.sbgi.net</a> Sharon Pickeral 10706 Beaver Dam Rd. Cockeysville, MD 21030 410.568.1517	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		1	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		1	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
33	Station Website <a href="http://www.kgan.com">www.kgan.com</a> <a href="http://www.kfxa.tv">www.kfxa.tv</a> 600 Old Marion Rd. NE Cedar Rapids, IA 52402 319.395.9060	1	Accounting Manager
		1	Anchor/Reporter
		2	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		1	National Sales Assistant
		0	News Editor (2)
		1	News Producer (2)
		0	News Promotion Producer
		3	Master Control Operator (3)
		0	Photojournalist (2)
		2	Production Assistant
		4	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
34	Internal Applicants	0	Accounting Manager

	KGAN-TV 600 Old Marion Rd. NE Cedar Rapids, IA 52402 319.395.9060	0 0 1 1 2 1 0 0 0 1 1 0 1 1 1 1 1 0	Anchor/Reporter Assistant Chief Engineer Assignment & Managing Editor Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2) News Promotion Producer Master Control Operator (3) Photojournalist (2) Production Assistant Sales Account Executives (9) Sales Research Assistant Weekend Anchor/Reporter
35	Employee Referrals	0 0 0 0 0 0 0 0 0 2 2 0 3 0 0 8 0 2	Accounting Manager Anchor/Reporter Assistant Chief Engineer Assignment & Managing Editor Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2) News Promotion Producer Master Control Operator (3) Photojournalist (2) Production Assistant Sales Account Executives (9) Sales Research Assistant Weekend Anchor/Reporter
36	Unknown Sources	0 0 0 0 0 0 0 1 0 0 0 0 0	Accounting Manager Anchor/Reporter Assistant Chief Engineer Assignment & Managing Editor Director/Technical Director Executive Producer General Manager General Sales Manager National Sales Assistant News Editor (2) News Producer (2) News Promotion Producer



		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		4	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
37	<a href="http://www.Careerbuilder.com">www.Careerbuilder.com</a> Allison Weitzman-Account Executive 8401 Greensboro Drive Suite 250 McLean, VA 22102 After 1/1/08	2	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		4	Master Control Operator (3)
		0	Photojournalist (2)
		1	Production Assistant
		2	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
38	<a href="http://www.coridoorcarres.com">www.coridoorcarres.com</a>	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		1	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
39	<a href="http://www.iowajobs.org">www.iowajobs.org</a>	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director

		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		1	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		1	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
40	<a href="http://www.indeed.com">www.indeed.com</a> Allison Weitzman-Account Executive 8401 Greensboro Drive Suite 250 McLean, VA 22102	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		0	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		1	National Sales Assistant
		0	News Editor (2)
		0	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		0	Photojournalist (2)
		0	Production Assistant
		0	Sales Account Executives (9)
		0	Sales Research Assistant
		0	Weekend Anchor/Reporter
41	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	0	Accounting Manager
		0	Anchor/Reporter
		0	Assistant Chief Engineer
		0	Assignment & Managing Editor
		1	Director/Technical Director
		0	Executive Producer
		0	General Manager
		0	General Sales Manager
		0	National Sales Assistant
		0	News Editor (2)
		1	News Producer (2)
		0	News Promotion Producer
		0	Master Control Operator (3)
		1	Photojournalist (2)
		0	Production Assistant
		1	Sales Account Executives (9)

	0	Sales Research Assistant Weekend Anchor/Reporter
	0	

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Appendix 3 to  
Annual EEO Public File Report Form  
Covering the Period from 10/1/08 to 9/30/09

Station Comprising Station Employment Unit KGAN

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KGAN

Type of Activity Under New EEO Rule:

SCHOLARSHIP PROGRAM

Date of Station Participation: ONGOING

Participating Employees: Melissa Hubbard, Programming Coordinator

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Host/Sponsor of Activity: KGAN - TV

Brief Description of Activity and Station Participation: The Dave Shay KGAN – TV Scholarship for Broadcast Journalism. A radio and TV news reporter, anchorman, and commentator at KGAN-TV for 35 years, Dave Shay has earned the respect of the journalistic community and the public. To honor Dave, his distinguished career and journalistic integrity, KGAN-TV created this special scholarship fund to help and encourage a new generation of broadcast journalists to achieve their dreams. The scholarship is open to all students who are Iowa residents. Students must be enrolled full-time at an accredited four-year Iowa college or university, preparing for a career in broadcast journalism. Eligibility is limited to students entering their junior or senior year of study. One scholarship of \$500 is awarded per year for one year only, but may be renewed. The application deadline in 2009 for the Dave Shay Scholarship was May 1<sup>st</sup>. This scholarship opportunity was promoted over our air for 2 months prior to the application deadline. In 2009 the Dave Shay Scholarship was awarded to Ms. Nicole Newborough, a student at The University of Iowa in Iowa City, IA. This scholarship will be promoted in the 1<sup>st</sup> and 2<sup>nd</sup> quarters of 2009. We fully expect to continue to award this scholarship on an annual basis, provided we receive applications that meet the award criteria.

## INTERNSHIP PROGRAM

The station has an internship program as defined below:

### Program Goal:

The goal of our internship program is to recruit candidates from colleges and technical schools to prepare them for entry-level jobs within the broadcast industry.

### Program Objectives:

- Develop links with technical schools, universities and colleges to promote the station as a prospective employer.
- Create a symbiotic relationship between interns and station employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

### Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid.
- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

KGAN – TV had 4 interns during this period. These interns came to us from The University of Iowa, Iowa City, IA (8); Kirkwood Community College, Cedar Rapids, IA (1), University of Northern Colorado, Greeley, CO (1), (High School Job Shadow (2).

Any person interested in internship opportunities should contact the station for more details.

## TRAINING

SBG, Inc and its station KGAN are equal opportunity employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law.

Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for discrimination and appropriate workplace behavior including workplace harassment to its employees.

Workplace harassment training will be provided to all **new** employees upon hire. New employees will be registered for the *Workplace Harassment: Recognizing and Preventing Harassing Behaviors* course as well as the *Sinclair Broadcast Group Code of Business Conduct and Ethics* course. Additionally, all existing employees were also required to complete these courses by January 31, 2009. All existing Managers and newly hired or promoted managers and supervisors were required to complete a different course: *Workplace Harassment: Recognizing and Preventing Harassing Behavior - Managers Edition*. Additionally, all Training should be completed within the first 90 days of employment or promotion into a supervisory/managerial position.

## TRAINING

Date of Station Participation: 11/17/08

Participating Employees: All department Heads and Sharon Pickeral – Corporate Employment Manager

Sharon spoke to all Hiring Managers on EEOC compliance, interviewing techniques and what you can and cannot say in an interview. She talked to the managers about keeping records and taking notes and non discrimination hiring.

## JOB FAIR

Date of Station Participation: 4/25/09

Participating Employee(s): Greg Stuart – Production Manager, KFXA-TV

Sponsor(s) of Activity: Corridorcareers.com, Kirkwood Community College

Brief Description of Activity and Station Participation: KGAN-TV and KFXA-TV were exhibitors for the 2009 Corridor Career Fair held Saturday April 25, 2009 from 9 am – 2 pm at the Kirkwood College Recreation Center in Cedar Rapids, IA. Over 1,100 job seekers attended to learn more about employment opportunities and services available in the Cedar Rapids/ Iowa City Technology Corridor. Those interested in employment were then directed to apply via [www.kgan.com](http://www.kgan.com).

### EDUCATIONAL EVENT

Date of Station Participation: 10/23/08

Participating Employee: Jack Miller, Anchor

Sponsor of Activity: Echo Hills Elementary, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "America Reads", Jack read to 2<sup>nd</sup> graders at Echo Hills Elementary School stressing the importance of reading and answered questions from the students about his job in TV News.

### EDUCATIONAL EVENT

Date of Station Participation: 10/23/08

Participating Employee: Tim Seymour, Anchor

Sponsor of Activity: St. Joseph Elementary School, Marion, IA

Brief Description of Activity and Station Participation: "America Reads", Tim read to students at St. Joseph Elementary School stressing the importance of reading and answered questions from the students about his job in TV News.

### EDUCATIONAL EVENT

Date of Station Participation: 10/23/08

Participating Employee: Tim Seymour, Anchor

Sponsor of Activity: Wilkins Elementary School, Marion, IA

Brief Description of Activity and Station Participation: "America Reads", Tim read to students at Wilkins Elementary School stressing the importance of reading and answered questions from the students about his job in TV News.

### EDUCATIONAL EVENT

Date of Station Participation: 10/23/08

Participating Employee: Justin Roberts, Meteorologist



Sponsor of Activity: Bowman Woods Elementary School, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "America Reads", Justin read to students at Bowman Woods Elementary School stressing the importance of reading and answered questions from the students about his job in TV News.

#### EDUCATIONAL EVENT

Date of Station Participation: 10/26/08

Participating Employee: Mace Michaels, Chief Meteorologist

Sponsor of Activity: Pierce Elementary School, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "America Reads", Mace read to students at Pierce Elementary School stressing the importance of reading and answered questions from the students about his job in TV News.

#### EDUCATIONAL EVENT

Date of Station Participation: 10/17/08

Participating Employee: Justin Roberts, Meteorologist

Sponsor of Activity: Kenwood Elementary School, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "Station Tour"  
Justin gave 5<sup>th</sup> graders from Kenwood Elementary a station tour and talked about the TV News Business and answered questions from the students about his job in TV News.

#### EDUCATIONAL EVENT

Date of Station Participation: 10/20/08

Participating Employee: Justin Roberts, Meteorologist

Sponsor of Activity: Home School, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "Station Tour"  
Justin gave 20 home schooled students from the Cedar Rapids Area a station tour and talked about his job as the Weather Anchor, and had the students watch a live Noon Newscasts.

### EDUCATIONAL EVENT

Date of Station Participation: 10/20/08

Participating Employee: Megan Terlecky, Anchor

Sponsor of Activity: University of Northern Iowa

Brief Description of Activity and Station Participation: "Guest Speaker"  
Megan was a guest speaker for a Journalism Class. She talked about a recent investigation she did with the station and answered questions about her job as anchor/reporter.

### EDUCATIONAL EVENT

Date of Station Participation: 10/27/08

Participating Employee: Justin Roberts, Meteorologist

Sponsor of Activity: Wilson Elementary School, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "Station Tour"  
Justin gave 20 5<sup>th</sup> graders from Wilson Elementary a station tour and talked about the TV News Business. He answered questions from the students about his job in TV News and had the students watch a live Noon Newscast.

### EDUCATIONAL EVENT

Date of Station Participation: 10/28/08

Participating Employee: Justin Roberts, Meteorologist

Sponsor of Activity: Wilson Elementary School, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "Station Tour"  
Justin gave another group of 5<sup>th</sup> graders from Wilson Elementary a station tour and talked about the TV News Business. He answered questions from the students about his job in TV News and had the students watch a live Noon Newscast.

### COMMUNITY EVENT

Date of Station Participation: 11/01/08

Participating Employee: Tim Seymour, Anchor

Sponsor of Activity: Alzheimer's Association of East Central Iowa

Brief Description of Activity and Station Participation: "Panel Discussion"  
Tim moderated a panel discussing the early stages of Alzheimers.

#### COMMUNITY EVENT

Date of Station Participation: 6/10/09

Participating Employee: Justin Roberts, Meteorologist

Sponsor of Activity: Oelwein Community Volunteer Board

Brief Description of Activity and Station Participation: "Awards Presentation"  
Justin spoke at a luncheon to over 100 teachers, retired teachers and volunteers throughout the OCSD about the importance of volunteering and served as the MC of their awards presentation.